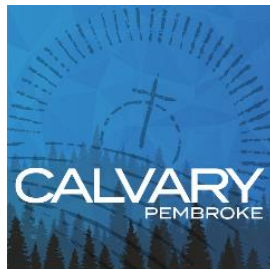


# Calvary Baptist Church, Pembroke, Ontario



## Associate Pastor Of Discipleship and Integration Profile



## POSITION OVERVIEW

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Calvary Baptist is a growing, healthy church in the heart of the Ottawa Valley. While located in Pembroke, Calvary serves as a regional church ministering to many that come from the surrounding towns.

Calvary is looking for our next Pastor of Discipleship and Integration. In the past small groups has been a part of the church discipling strategy. Unfortunately, COVID saw a decline in our groups, leaving the groups in need of renewal and direction. Our hope is to set a new vision for our groups and train up new group leaders. This vital position will help us establish Discipling Communities (life groups). Groups where we can grow together, care for one another and do life as a community the way God intended us to. Calvary attracts newcomers every Sunday but lacks much needed pathways to integrate new people into the church. We are excited to have someone on staff dedicated to making sure new people feel at home.



## OUR STORY

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In 2022, Calvary Baptist Church celebrated its 75th Anniversary. It originally opened its doors as Central Baptist Church in April 1947 with the founding pastor, Rev J Peer, who laid a strong spiritual foundation for what became Calvary Baptist Church. Calvary was blessed with good leadership in the following years. In November 2015, we commissioned and planted our first daughter work, Trailhead Baptist Church, in the community of Petawawa. Since Covid, our attendance has both stabilized and continued to grow. Average attendance in 2022 was 240. Average attendance to date in 2023 is 285.

The church facility can house its programs effectively but attendance on Sundays has necessitated going to two services. The green space around the church has made possible the move to an outdoor summer service for everyone. Calvary is governed by a Board of Deacons who are elected by the Church membership.

The church's motto is "Becoming Passionate Followers of Christ." We are excited for the decades ahead, praying that God will continue to bless our efforts in sharing the good news of Jesus Christ with the world, in generations to come.



## OUR IDENTITY AND MISSION

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- We are a '*Church with heart in the Heart of the Valley*' – a community devoted to following the teachings of Jesus Christ. Our desire is to genuinely reflect the love of Jesus, helping people to enter into a meaningful relationship and *become passionate followers of Him*. That relationship begins with understanding the central message of the Bible: Jesus is the way, the truth, and the life, and no one comes to the Father but by Him (John 14:6). Our church exists to proclaim that simple, but life-changing message in the Ottawa Valley and across the globe.
- We believe and teach that the Bible is God's truth, not just for the past, but more importantly, for this age as well. It has no 'sell-by' date! The Word of God acts as our only reliable guidebook for faith and living. We are a family-oriented church, and our desire is to reach out in culturally sensitive ways to all the families of Pembroke and its surrounding communities. We believe that the good news of God's love is worth sharing with a world that is constantly searching for a deeper spiritual meaning and purpose.



## OUR CORE VALUES

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- **Praise and Worship** – We believe in celebrating the worth and work of God in fresh and meaningful ways. We strive for a balance of mind and emotion in worship using a blend of contemporary and traditional forms.
- **Bible-Centred Preaching and Teaching** – We believe the Bible is God’s Word for all times. It must be heard through clear exposition and relevant application. In teaching for life change, we depend on the power of God to change lives.
- **Prayer** – We believe that prayer is vital to a growing relationship with God. In all our planning and ministry pursuits, we rely on prayer that God may be glorified.
- **Biblical Community** – We believe that God wants His family to enjoy loving relationships marked by genuine caring and sharing. Small groups are one effective means of building such relationships and stimulating spiritual growth.
- **Worldwide Mission** – We believe that God loves lost people and wants us to share the good news of salvation in Jesus Christ. Our mission is to show and tell of God’s love in gracious ways at home, in our community and around the world. Giving and going are necessary to fulfilling our mission.
- **Excellence** – We believe that a God of excellence deserves our very best. In all we do, we seek to maintain a high standard for His glory.
- **Teamwork** – We believe that working together in unity, using our diversity of gifts, enables all of God’s people to joyfully contribute to the ministry and accomplish great things for His glory.
- **Innovation** – We believe that growth requires change. As growing followers of Jesus Christ we want to be flexible and creative, responding to changing conditions with new forms and methods necessary to maintain ministry effectiveness.

## THE CITY OF PEMBROKE

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Pembroke is a picturesque community of approximately 14,400 people, located on the Ottawa River about 90min from Ottawa along highway 17. Pembroke describes itself as the heart of the Ottawa Valley. It is a part of Renfrew County and features several nice restaurants and good shopping. The town of Pembroke is next door to Garrison Petawawa, and many of the service people and their families attend Calvary.

Pembroke is home to a campus of Algonquin College. It has many choices for elementary and secondary education, both English public and Catholic schools, and French public and Catholic schools. There is a lovely waterfront park in the downtown area that connects to a larger park in the west end of Pembroke by a walkway trail that follows the river.

There are many churches in the city, but fewer and fewer people choose to attend. This presents Calvary Baptist with plenty of opportunities to be His witnesses.



# JOB DESCRIPTION OF OUR FUTURE ASSOCIATE PASTOR OF DISCIPLESHIP AND INTEGRATION

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The associate pastor of discipleship and integration will provide leadership/oversight to Calvary Baptist Church in the area of discipleship, ensuring that all those in the church, regardless of their current stage in their faith journey, grow and mature in their relationship with Christ. They will also have responsibility for the Connections ministry, ensuring people attending Calvary feel welcome and find a place to belong and serve.

## 1. Competencies of the Associate Pastor:

He will be:

- A man with a heart for God,
- A man of prayer,
- A spiritually regenerate, baptized Christian who desires, above all else, to be a man of God who will demonstrate godly leadership in the Church,
- In agreement with the doctrinal statement of Calvary Baptist Church.

He must:

- Meet the qualifications of an elder (1 Timothy 3:1-7),
- Have demonstrated an ongoing, close walk with God,
- Have the training necessary for the position, preferably with Seminary training,
- Have a humble, teachable spirit that is responsive, open to constructive evaluation, and eager to learn,
- An ability to recruit, organize, develop, encourage, and communicate with leaders and teams,
- A willingness to work as a team member,
- Evidence of consistent biblical maturity in leadership and teaching,
- A willingness to be ordained in FEB Central

## 2. Responsibilities:

### a. General Pastoral Duties

- i. Serve as the church's second main teaching pastor
- ii. Intentionally reach unbelievers in the community
- iii. Attend and participate in board meetings
- iv. Attend and participate in weekly staff meetings
- v. Champion the core values and vision of Calvary Baptist Church
- vi. Other responsibilities as directed by the Lead Pastor

- b. Discipleship
  - i. Develop, with the Lead Pastor, a clear strategy of discipleship including:
    - 1. Life Groups
      - a. Promote Life groups within the church: Lead and teach church members to understand the principles, methods, and goals of Life Group ministries
      - b. Lead in the selection of appropriate teaching material for Life Groups
      - c. Focus on the development and building of a team of leaders/facilitators for Life Groups, including ongoing training
      - d. Offer a variety of opportunities throughout the year for people to get involved in Life groups
    - 2. Men's & Women's Ministry
      - a. Ensure that the leaders of both the Men's and Women's Ministries understand clearly the discipleship strategy so that it can be employed in their ministries
      - b. Provide oversight, support and training where necessary to help the Men's and Women's ministries flourish
  - c. Integration
    - i. Development of a strategy to enfold people into the life of Calvary, from the moment they arrive until they are "plugged into" a Life group and serving in ministry
    - ii. Recruitment and development of leaders to oversee the various areas of the Connections ministry, including: Hosts (Greeters), Ushers, and welcome desk
    - iii. Give oversight to the Newcomer's Lunches, baptism class, and new members classes two to three times per year
    - iv. Oversee volunteer recruiting and scheduling
- 3. Accountability
  - a. The Associate Pastor will be accountable to the Lead Pastor for the fulfillment of his Strategic Plans
  - b. The Church Board and Lead Pastor are accountable to the Associate Pastor for providing the authorization, resources, affirmation,



involvement and empowerment necessary for the successful realization of the responsibilities of the position

- c. The working relationship is reviewed annually as part of the annual review with the Lead Pastor.

## SEARCH DETAILS

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If you are interested in this role, please send your cover letter and CV/Resume to [chadhoughton.cbc@gmail.com](mailto:chadhoughton.cbc@gmail.com).